

Initiative III

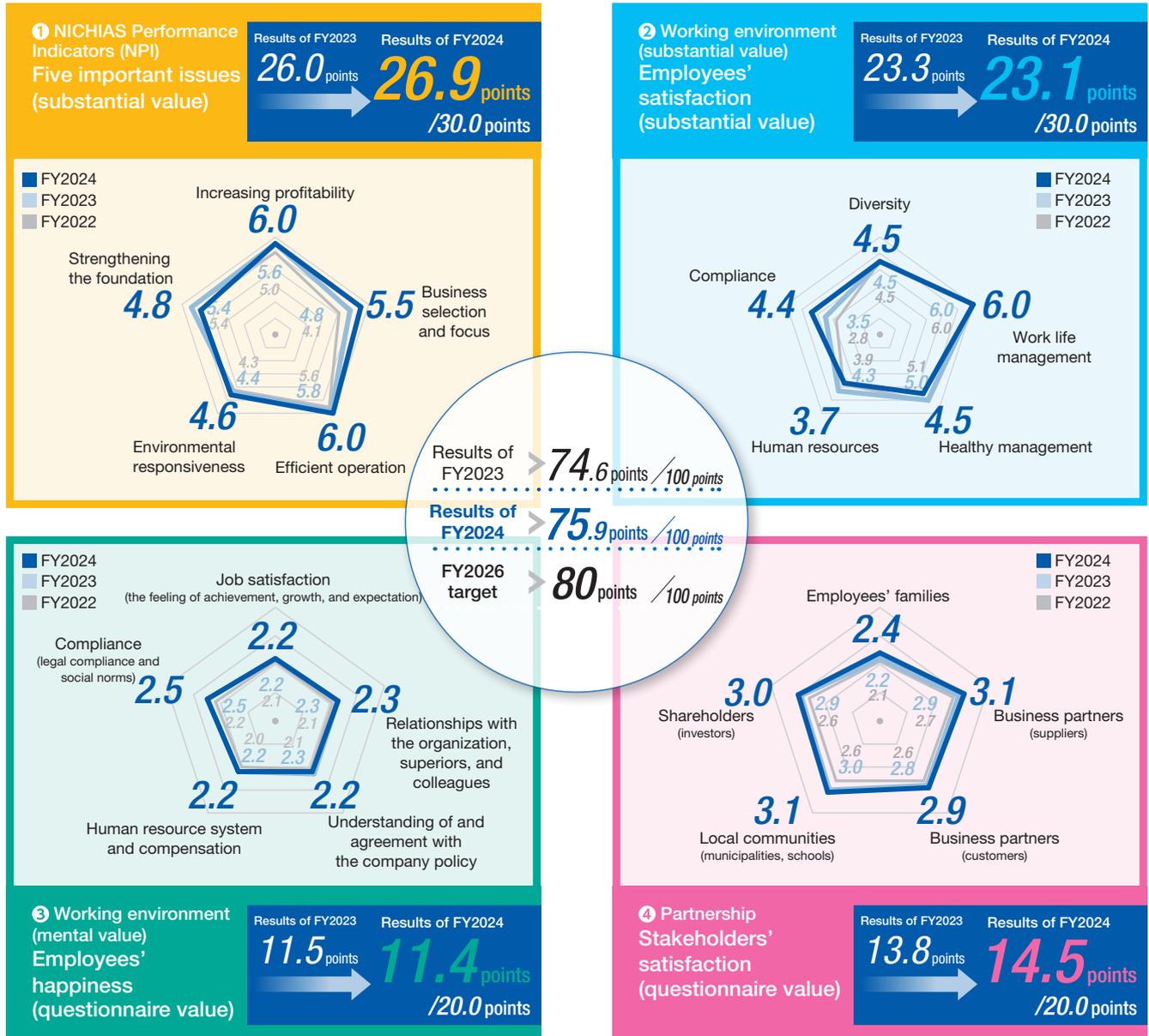
FY2024 NICHIAS General Index – Results and Improvement Measures

At the NICHIAS Group, we've been promoting NICHIAS General Index evaluations since FY2022 as a performance record to evaluate the degree to which we have become a “bright company where it is pleasant to work.”

The NICHIAS General Index consists of four evaluation elements: ❶ the NICHIAS Performance Index (NPI), ❷ employee satisfaction, ❸ employee happiness, and ❹ stakeholder satisfaction.

For details, see Figure 4. Our score in FY2024 was 75.9 points out of 100, and we are pushing toward a target of 80.0 points by FY2026.

Figure 4 FY2024 NICHIAS Happiness Value Index



Initiatives Toward Index Score Improvement Based on FY2024 Results

Our results for FY2024 showed overall improvements in the scores for ❶ the NICHIAS Performance Index (NPI) and ❹ stakeholder satisfaction. However, declines were seen in the scores for the “human resources” and “health management” categories under ❷ employee satisfaction and the “understanding and sympathy toward company policies” category under ❸ employee happiness.

To improve these metrics, in FY2025 we are advancing concrete measures such as developing a desired candidate profile under our personnel strategy, expanding events like walking challenges to promote health, and rolling out awareness activities for our new philosophy framework.

We are also expanding our employee benefits programs, such as enrolling in services intended to improve the satisfaction of employees' family members.

We will continue to implement various measures aimed at improving our NICHIAS General Index scores as we endeavor to become a “bright company where it is pleasant to work.”